

Appendix E

Survey Instrument

April 10, 2002

Dear staff member:

During the past year I have been studying the schools involved in the team-based variable pay pilot project. In order to get information from all staff members involved in the project I have developed a short survey that I would like you to complete. Your opinions are very important to me and to this study.

The primary objective of this survey is to gather information on what teachers and support staff personnel believe about the Team-Based Variable Pay Pilot project recently implemented in your school. All participants in the pilot programs are encouraged to contribute by completing this short survey and returning it in the enclosed stamped envelope.

Information from the survey will:

- Highlight the concerns and benefits of school staff members about Team-Based Variable Pay;
- Examine the key motivational elements of school implementations;
- Inform legislators, Department of Education staff, and others interested in the quality of Iowa teachers and schools about your experience with team-based variable pay.

If you have questions about the survey or need another copy, please contact me, Dianne Chadwick (515-281-3718 or dianne.chadwick@ed.state.ia.us). Thank you for your help.

Sincerely,

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31. There is an undo focus on helping low students improve.	1	2	3	4
32. The assessments we use to measure our goals are fair.	1	2	3	4
33. Our school's student achievement goals are challenging.	1	2	3	4
34. The curriculum drives what takes place in the classroom.	1	2	3	4
35. I asked more from my students this year.	1	2	3	4
36. Higher teacher compensation will result in higher student achievement.	1	2	3	4
37. I am doing things differently as a result of the team-based variable pay pilot project.	1	2	3	4
38. Students' performance will increase as a result of my school's participation in the team-based variable pay pilot program.	1	2	3	4
39. My school focused more on student success as a result of team-based variable pay.	1	2	3	4
40. Student achievement improved in our school during the past year.	1	2	3	4
41. Teamwork in our school was increased as a result of our participation in the team-based variable pay pilot.	1	2	3	4
42. Teachers work together and help each other try to improve student achievement.	1	2	3	4
43. I need better understanding of student achievement data.	1	2	3	4
44. Because of the emphasis on testing our curriculum has become too narrow.	1	2	3	4
45. Team-based variable pay has not resulted in much change at my school.	1	2	3	4
46. The principal is an academic leader in my school.				
47. Objectives based on standardized tests force teachers to teach the test.	1	2	3	4
48. Team-based variable pay requires a lot of extra work.	1	2	3	4
49. Participation in the team-based variable pay pilot greatly increased the stress and pressure I felt this year.	1	2	3	4
50. I receive sufficient professional development at my school.	1	2	3	4
51. I would work just as hard to achieve our school's accountability goals even without the possibility of receiving a bonus.	1	2	3	4
52. The bonus part of the accountability program should be continued.	1	2	3	4

Demographic information:

52. School: _____

53. Current position (circle): certified classroom teacher other certified staff
noncertified staff

54. Years of experience in education: _____ 55. Years of experience in this building:

56. Highest level of education completed (circle): Did not finish HS HS Graduate
Some college BA or BS MA or MS Beyond a master's degree

57. Age group (circle): 19 or younger 20 to 29 30 to 39 40 to 49 50 to 59
60 or older

Thank you for taking time to complete this survey. What other comments would you like to make about Team-based Variable Pay (add additional sheets as necessary)?